P

G. R. S. IX-5]

Previous references.

✓

1916-17

(Genl Attsc)

Later references.

File No. 154 of 16

Serial Nos. 1, and 2

GENERAL AND REVENUE SECRETARIAT.

P. 27

Serial Nos. 1 and 2

Part B for April 1917

SUBJECT.

Mr. K. L. Datta's note on

Progressive Pay.

Sl 2.

To the Comptroller to Govt
" Other Heads of Departs
" Secretaries of Govt
" Mr. K L. Datta

} H 1772-821
8.24.4.17.

Government approve the suggestions and notify them

W D 88—GPB—50,000—24-7-16

A. Jana Kiran
13.5.17

(For disposal at a meeting)

No. C.870.

5-12-1916.

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

(Clause viii of the Schedule).

Introduction of the system of appointments on fixed pay.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

D. M. Narayana Rao

Secretary to Government.

4th December 1916.

Extraordinary Member of Council. Not circulated as 2nd December is in charge.

First Member of Council. Opinion recorded.

Second Member of Council. 5.12.16

5.12.16

WD 2012—GPB—1 000—9-2-16

G. R. S. 11] 1916.

GENERAL AND REVENUE SECRETARIAT.

(G. Mis)

NOTES.

1574-16

G. 7. File No. ~~322-16~~

FILE HEADING.

~~Abstract~~ note on Progressive Pay ~~of~~ sent by Mr. K. L. Datta ~~to examine the~~ ~~State Account & Finance Dept.~~

From

Mr. K. L. Datta, M.A.

No. 19	Dated 22.9.1916	Received 27/9

Diary No. 2953	Enclos.	Spare Copies.	Serial No. 8

BRIEF ABSTRACT OF LETTER.

Forwards a note on "Progressive Pay".

NOTES AND ORDERS.

1) Secretary's orders dt. 25.9.1916:

"To be dealt with in Br V. (2) to Consult. Fin. Dept (Retd) D.M.N.

2) Submitted. 29/9 BR

2nd for perusal of Finance

BR II/

NOTES—First Sheet.

W.O. W.O. 807/16.

30/9/16

G. R. S. 12]

General and Revenue Secretariat. | GG File No. 154 of 191 .

Serial No.

Sup. 3/
DM
3.10.16 - The note describes the general policy that should be adopted in regulating the pay of Non Govt and Govt. officers. The proposals made are summed up in the latter part of Pages 8 & 9. It is a matter for the orders of Govt if the Scale of pay in existing appointments should be revised on the lines indicated. In making future appointments the principles enunciated may be kept in view

(1)

(2)

Fl Secy

Re.
4/10

5/
(1) I do not think that such a general revision in all branches & grades of the public service should be undertaken - There will be some reduction in the work of the audit office no doubt if incremental rates were abolished for ministerial hands but the convenience of audit is not the main consideration in such cases. The interests of the men and the efficiency of the public service are the things that matter and from these points of view there are arguments which can be advanced by both sides. In a state like Mysore offices & departments are smaller than in large British Indian provinces, the chances of promotion from class to class within the department are smaller and with a universal system of fixed pay

NOTE—Contn. sheet.

GPB—70,000—17-12-15

2955

G. R. S. 12]

General and Revenue Secretariat. | 97 File No. 52 of 191 .

Serial No.

deserving ~~gazetted~~ men will frequently find themselves absolutely blocked in the matter of emoluments. As regards the adoption of a time-scale for junior gazetted officers in all departments absolute uniformity is not possible but in most departments there is either a time-scale or a system of incremental pay which embodies most of the advantages of a time-scale system.

(2) I agree with a/s Fin. The principles referred to by Mr. Datta may be kept in view and acted upon as far as local conditions & the circumstances of the case permit.

at the time of future reorganisation.

H. 210 807-16.

Br D.

Submitted.

8-11-1916.

8. The file re Mr Datta's suggestions regarding the history of services of gazetted officers was sent yesterday to the Financial Secretary.

9. In pursuance of the General Secretary's instructions noted in that file, this is also sent to the H Sec.

K

Fin Com Committee 9.

Vide resolution of the Committee

VOTE—Contn. sheet.

GPB—70,000—17-12-15

G. R. S. 12]

General and Revenue Secretariat. | C.S. File No. 57 of 191'.

Serial No.

attached

C.S. Memo considered at a meeting of Council
of the Devan Appointed

1st member
Devan) 20/11 M

706/22.11.16
2947/22.11.16

12, Hon'ble member Devan
well
21/11 My

13, I agree
2/12/16 AC
My.

Recd 4.12.16 4 P.M. C.S. (Seal)

PTO

NOTE—Contn. sheet.

GPB—70,000—17-12-15.

5

14 Extract from the Proceedings of the meeting of the Finance Committee held on 11th November 1916

S u b j e c t

15 Introduction of the system of appointments on fixed pay .

Opinion of the Committee

14 The Committee are of opinion that the principles enunciated by Mr. Datta may be kept in view and acted upon at the time of future reorganisations.

"E x t r a c t"

Secretary, Finance Committee

P.T.O

6

Extract from the Proceedings of the 404th Meeting of the Council of His Highness the Maharaja, held at Bangalore, on the 4th January 1917.

---

10. Subject.-Clause viii of the Schedule.

157

Mr. Datta's note on progressive pay.

OPINION OF THE COUNCIL.

18

An order for regulating future policy in regard to appointments on progressive and fixed pay may issue, in accordance with the opinion of the Finance Committee.

G. N. Narasimharaja,
Dewan of Mysore.

"EXTRACT"

D. M. Narayana Rao 7

Secretary to Government,
General Department.

WD—156—GPB—1,000—19-7-16.

P.T.O.

7

G. R. S. 12]

General and Revenue Secretariat.

G. 7 File No. 154 of 1916.

Serial No.

19)

Extract from the Proceedings of the Council is put up.

Forwarded with compliments to the Secretary to Government, Financial Department, for favour of necessary further action.

By Order

D. M. Narayanarao 7/1

Secretary to Government,
General Department,

20)
MS Fin
A draft with a brief D. S. N may be put up
ASR
7/1/17 M 18

21)
Subd with draft G.O + D.S.N.
ASR 10/1 M
Hdesay) 18 12/1/17

Draft Sanctioned

22) Clean typed drafts
M 18/1/17
23/1

24)
Typed drafts Subd.
ASR 20/1 HDM Hdesay) 18 20/1/17.
25) M 23.1.17

NOTE—Contn. sheet.

W D 2382—GPB—500—20-3-16

4259 24.1.17 Dewan)

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2]

General and Revenue Secretariat.

C. F. File No. 154 of 1916.

Serial No.	
2.	I The Comptr to Govt " Other Heads of Departts " Secretaries of Govt " Mr K. L. Datta Govt approve the suggestion & instruct them.

Ff 177.2-82
dt: 24.4.17

NOTE—Contn. sheet.

Submitted to His Highness.

Mr. K.L. Datta, Special Officer, has prepared a note on the desirability of introducing the system of fixed pay appointments in lieu of those on progressive pay.

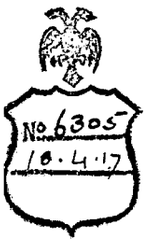
2. The Council agreeing with the Finance Committee, approve generally of the principles summarized in paragraph 18 of Mr.Datta's note, and are of opinion that they may be kept in view in regulating future policy and that an order to that effect may be issued.

3. The draft order embodying the above view may be graciously approved.

M. Visvesvaraya
10th Apr. 1917.

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.



Introduction of the system of fixed pay appointments in lieu of those on progressive pay.

1020

Order.

~~KRW~~

17/4/17

Lanka

19.4.17

19.4.17

20/4/17

2958

No: 19 d 22.9.16.

S.O. [illegible] 19 Fin 822-16-1

SECT OF

27 SEP

Progressive Pay

The essential difference between the audit of salary bills of gazetted officers and establishment bills is that the former is personal while the latter is for the whole establishment taken together in one lump. In the former case the audit office records each incident connected with the history of the officer's services and affecting his pay and allowances separately in the audit register and it certifies the admissibility of all leave applied for by him. In the case of establishments however the record of the service of individual members of the establishment is maintained in service books by the Head of the office and the Head of the Office is left to grant him all leave admissible to him under the rules, without the intervention of the Audit Office. All that the Audit Office is required to see in auditing establishment bills is that the total amount sanctioned for the whole of an establishment is not exceeded. Every establishment bill is also accompanied by a leave statement showing all leave granted to members of the establishment during the month to which the bill relates and the leave allowances granted to absentees and the acting allowances given to others in consequence of the absence. If no leave is taken by any member of the establishment during the month a nil statement has to accompany the establishment bill. The Audit Office is required to examine the statement with reference to the facts contained in the leave statement itself and without reference to any other records. The Audit Office is not therefore required to see that the leave granted is admissible under the rules except so far as it may be able todo so with reference to the facts contained in the leave statement itself and that the acting allowances given are prima-facie admissible.

2 The system of audit of establishment bills thus devised is very simple and is calculated to involve a very small amount of labour as compared with the audit of salary bills of gazetted officers. The Audit register shows the total sanctioned scale up to which amounts may be drawn by the Head of the Office for his establishment and no details of the personal of the establishment are recorded in the Audit register.

The Audit Office records month by month the total amounts drawn any extra cost due to the grant of privilege leave to the the members of the establishment or the grant of long leave to officers drawing a higher salary than Rs.100 being recorded separately; and the audit mainly consists in seeing that the total amount drawn from time to time does not exceed the total sanctioned limit as recorded in the audit register. Rules for the grant of acting allowances in the case of long leave granted to officers have also been framed to suit this simple system of audit. Thus if the members of the establishment drawing salaries of Rs.100 or less are granted long leave no extra cost can be incurred, which means that the acting allowances granted together with the leave allowance of the absentee must not exceed the total sanctioned cost. This audit is so simple that a clerk is ordinarily able to audit thirty to sixty establishment bills in a day, which means audit of the pay of about four or five hundred men in one day.

3 An extra provision however has been made at present to this system: namely, that in the caseof incremental salaries sanctioned for non-gazetted officers the audit office should see that the increments drawn from time to time by members of an establishment are really due. In these cases it is therefore necessary to enter in the Audit Register the names of the individual members of the establishment drawing incremental rates of pay, and the dates from which increments are payable are entered against each; the sanctioned scale has to be altered whenever any one on the establishment draws one of the increments of his progressive pay. This involves considerable extra labour on the Audit Office. With a view to reduce the extra work thus thrown on the Audit Office, the Government of India have for some years past adopted it as a definite policy that incremental salaries are not to be sanctioned for ministerial officers.

In the

In the case of all gazetted officers a separate money column has to be opened in the Audit Register every time there is a change in the rate of salary payable to him: whenever therefore he is appointed to act on a higher pay or whenever he reverts from one grade to another in consequence of leave granted to a senior officer or he returns from such leave a new money column has to be opened in the Audit Register. Thus sometimes two and even three new money columns have to be opened in the case of gazetted officers at the top of their grades because at that stage they are constantly promoted to act in a higher grade and are also reverted constantly. In order to reduce this extra work in the Audit Office the Government of India have adopted a definite policy that wherever desirable, gazetted officers should be on a time scale of pay, that is, pay rising from a minimum to a maximum in a long series of years and have abolished acting allowances wherever this time scale of pay has been introduced, so that the audit office is required to open a new money column only once in a year in the case of these officers.

4 The principle underlying the two different systems of audit prescribed for gazetted and ministerial officers is that as in the case of a gazetted officer he is allowed to draw his own salary it is necessary that some one else should exercise a proper check over the amounts drawn by him. And this duty has been assigned to the Audit Office. In the case of a ministerial officer however his salary is drawn by the Head of his office and it is the latter's duty to see that he does not pay him more than he is entitled to. It is not therefore necessary for a second officer namely, the Audit Office to exercise any detailed check over the amounts thus drawn by Heads of offices for the members of their establishment. If Heads of Offices could be

left to regulate the leave admissible to members of their establishment according to the facts connected with the service of the different men as recorded in their service books, if they could be depended on to keep a correct record of their service with reference to which pensions are sanctioned in the end, I can + to regulate their promotion on vacancies occurring see no reason why they should not be left to regulate the increments admissible to their subordinates. It would be a great relief to the Audit Office if the duty of exercising a check for increments granted to members of the establishment is withdrawn from it. It is with this object also the Government of India have adopted it as a policy not to sanction incremental rates of pay to members of their establishment and they have also from time to time attempted to simplify the rules connected with incremental salaries.

5 The only complications arise in connection with the grant of increments to men who have acted in the grade from time to time. The best way to stop these complications is to stop all acting promotions except in cases where the absence of a man on leave actually throws more important work on another or adds to his responsibility. The practice at present is that whenever a clerk takes leave, a junior clerk is appointed to act for him no matter whether there is any change in the responsibility or work of the latter. The rule in future should be that an acting allowance should be given only when work and responsibility are found to be increased by the absence of the clerk going on leave.

6 In this State incremental salaries seem to be the rule in the case of most of its establishments. I think it is time to discontinue this system and to make a serious attempt to sanction fixed rates of pay for all members of establishments as far as possible.

7 The grounds on which progressive pay is usually justified are (1) that it attracts a better class of men by holding out an assured rate of pay after a definite period of service (2) that the periodical increment serves as an incentive to a greater output or better quality of work, (3) that it is easier to exact work by the stoppage of increments if the work is not of the required quality or quantity, and(4) that it provides for the growing demands on the income of a subordinate on account of his increasing family.

8 I have however no doubt that services which consist of a number of men divided into a large number of grades and in which promotion is consequently rapid and depend on merit attract a decidedly superior class of men than services in which the rise in pay though sure is slow and where men rise from a minimum to a definite maximum. Man is never satisfied. The moment a man gets an appointment with an incremental salary he takes it for granted that he has got the maximum pay of the grade and he soon begins to aspire for a higher grade. I do not think therefore,/that it is correct to hold that progressive pay in the subordinate services attracts a better class of men ~~to the department~~. It is on the other hand quite the contrary. It is equally incorrect to hold that periodical increments induce a man to turn out better work. The man in such cases tries to do as much as will not deprive him of his increments; nor is it true that the power to stop increments is an effective instrument in the hands of the head of an office to get better work. The staff knows very well that this power is seldom if ever exercised.

9 If it be really true that a progressive pay is a direct incentive for better work, the incentive will cease no sooner than the maximum pay is reached and as the period during which increments are drawn is during the entire service of a subordinate less than the period during which no

no such increment is drawn, the means by which the subordinates are induced to strive to do their best do not most often exist and such means are therefore not the most desirable.

10 Progressive pay in large establishments tends not only to promote stagnation but also affords less scope for men of real ability to rise. Take the case of a clerk who enters service as an Accountant in the Comptroller's Office on Rs.30--3--45. He is naturally placed at the bottom in that grade when he enters. If he shows remarkable aptitude for work, it is found very difficult to put him over the heads of all the rest who are about 36 in number and among whom may be found men of all degrees of ability. As among these 36 there may be some that are really good though not brilliant, they cannot be passed over in making promotions and it is not, therefore till all the good men above him have been provided for in the next grade that the clerk in question gets his chance. But if the 36 appointments in the grade of 30-3-45 were converted into 4 classes on 30, 35, 40 and 45 there will be only a handful of men in each grade and it would be easier for that clerk to pass over the few in his grade on account of his superior abilities. A large office requires men of all grades of ability. It is not possible to fix the pay of each in proportion to his capacity for work if there be only a few grades and the pay is progressive. A copying clerk or a despatching clerk whose work is mechanical will be in just the same position as an Accountant in such an office.

11 The best illustration is found in the General and Revenue Secretariat in which there are only two classes of clerks. As the first class is independent of the second class and the one is not intended to be

filled

filled up by promotion from the other, there is practically only one grade for persons entering the first class There is no means by which a clerk in this class may be rewarded if he should show remarkable ability from the very ~~short~~ start in his official career. He must for a very long time continue to rank with the other clerks of much less ability.

/2 Under progressive pay rules an appointment on progressive pay should begin with the minimum. While the head of an office has the option of starting a man in a higher grade he is precluded by this rule from appointing him on a pay equal to one of the stages in the incremental grade. The Comptroller for instance can appoint a man on Rs.50 but not on 36 or 40. The head of the office is therefore deprived of the ~~means~~ means of recruiting men at varying rates of pay according to the qualifications of each.

/3 There will be a large saving of labour not only in the Audit Office if the pay of the subordinate establishment is fixed and not progressive but also in administrative offices. At present all appointments, the maximum pay of which is not less than Rs.100 require the sanction of Government but instead of a dozen appointments on 70-5-100 if some were on Rs.70, on Rs.80, some on Rs.90 and the rest on Rs.100 it is only in the case of the few on 100 that reference to Government will be required. If the fact that every promotion to such appointments whether acting or permanent requires sanction of Government ~~it~~ is taken into consideration it will be at once recognised how the saving in labour would be really appreciable.

/4 So far as the question of incremental rates of pay is concerned the case of Gazetted officers differs essentially from that of non-gazetted officers.

/5 In the first place a high standard of efficiency

efficiency is guaranteed by the rigidity with which the the selections are made at the time of recruitment and as any further selection from among the recruits is neither desirable nor possible during a considerable period of their service except under exceptional circumstances, the need for holding out any special inducements for promotions out of their turn does not exist in their case. In the case of the lower ranks of gazetted officers progressive pay has therefore many advantages. In the case of the higher gazetted appointments however which are generally filled by selection, from among the lower grades there are no such advantages and these appointments should generally be on fixed rates of pay and if the number of any such particular class of appointments is large, they may be divided into different grades. These appointments are really prizes for the service to which they belong and if they are on progressive pay, the men selected would automatically rise from the minimum to the maximum and all incentive to good work would be withdrawn as in the case of such appointments if is practically impossible to stop increments.

16 To sum up therefore all ministerial appointments should ordinarily be on fixed pay while all junior gazetted officers be on time scale of pay rising from a minimum to a maximum in about 15 to 20 years. Superior gazetted officers should ordinarily be on fixed pay but if the number of appointments of any particular class of appointments is large, they should be subdivided into grades. The practice of appointing men to officiate in a higher grade should cease except when a man is actually required temporarily to do work of a higher character and involving greater responsibility.

17 Article 77 of the Service Regulations is based on Article 149 of the Government of India Civil Service Regulations. It lays down that except under special orders to the contrary a progressive pay shall not rise from a minimum to a maximum by less than 5 yearly increments. The principle underlying the above rule is that where it is considered desirable that a progressive pay should reach the maximum in two or three years it would be desirable to grant a fixed rate of pay rather than a progressive one. The progressive rate of pay should be substituted for fixed pay only in cases where it is desirable that the holder should continue in the appointment for a fairly long time and should get to the maximum pay only by continued service in the appointment by which he gains experience of work and makes himself more useful to the State.

18 This rule does not however appear to have been kept in view in the State. I append a list which shows that a very large number of appointments has been sanctioned where the pay rises from the minimum to the maximum in less than the period prescribed in the rule. In many cases the maximum is reached by only two increments. In such cases there is no doubt that it would be far better to sanction a fixed rate of pay rather than incremental rates of pay. I would therefore suggest that all incremental salaries for gazetted officers may be revised so that the pay may not rise from the minimum to the maximum in less than five equal yearly increments and in the case of non-gazetted appointments all incremental rates of pay may be converted into fixed rates. Till this can be done the Audit Office should be relieved of the duty of exercising a check over the increments drawn, the heads of offices being held responsible for drawing them correctly on the due dates.

I also find that in some cases different rates of progressive pay overlapping each other have been sanctioned for the same class of men. Thus the pay of an Assistant Observer of the Meteorological Department ~~are~~ is Rs.40--5--60; 40--5--70 and 50--5--100.

19 The effect of these overlapping grades does not seem to be realised. In the usual course the third of the above posts will never be held on Rs.50 as any one ~~that~~ who has put in more than ~~two~~ three years' service in either of the first two grades would be in receipt of a higher rate of pay than Rs.50. Direct recruitment to this appointment is not probable as those in the lower grades whose designation and duties are exactly the same would then be drawing a higher pay than the new recruit in the highest grade.

K. L. Datta
6/9
16.

To Genl Secy.

Statement showing the progressive appointments rising from the minimum to the maximum in less than 5 increments.

Nature of appointment	Sanctioned Pay	No. of increments by which the maximum is reached.	No. of appts
Member of Council	1700-100-1800	1	2
Deputy Secretary to Govt Genl & Rev. Deptt	700-50-800	2	1
Deputy Supdt Mysore Revenue Survey	600-50-700	2	1
Conservator of Forests	1050-100-1250	2	1
Senior Assistant Commissioner	500-50-600	2	7
Textile Assistant	150-25-200	2	1
Director of Mines & Geology	1500-100-1800	3	1
Subordinate Judge	500-$\frac{50}{2}$-600	2	4
Sub Asst Supdt Revenue Survey	150-$\frac{25}{2}$-200	2	2
Personal Assistant to the Chief Commandant	500-$\frac{50}{2}$-600	2	1
Comptroller, Mysore Govt	800-50-1000	4	1
Deputy Comptroller	600-50-800	4	1
Huzur Secretary	800-100-1200	4	1
Sub Asst Conservator	100-25-200	4	6
Director of Agriculture	1200-50-1400	4	1
Supdt Govt press	750-25-850	4	1
Supdt. Amrut mahal Deptt	600-25-700	4	1
Chief Electrical Engineer	1500-100-1700	2	1
~~Sub Overseer 1st Class~~	~~50-$\frac{10}{3}$-70~~	~~2~~	
~~2nd Class~~	~~35-$\frac{5}{3}$-45~~		
Asst Geologists	300-$\frac{50}{3}$-450	3	1
Dy Conservator of Forests	500-$\frac{50}{3}$-700	4	4
Asst Conservators	250-$\frac{50}{3}$-450	4	7
Sub Asst Conservators	100-25-200	4	6
Officer-in-charge of Game preserves	250-$\frac{50}{3}$-450	4	1

Nature of appointment	No. of appointments	Pay	No. of increments
Revenue Taluq Revenue Gumastha	116	12 · 1 · 15	3
do Munsiffs	68	12 · 1 · 15	3
Manager, Inam Supdts office	1	70 · 10 · 100	3
Forest Forest Draftsmen	1	40 · 5 · 50	2
Forest conservators office clerk	1	70 · 10 · 100	3
do do	1	50 · 5 · 65	3
do Accountant	1	70 · 10 · 100	3
~~For~~ do	2	50 · 5 · 65	3
do	2	30 · 5 · 45	3
Forest Sub Drs office Accountants	1	50 · 5 · 65	3
Game Preservers office clerk	1	30 · 5 · 45	3
Excise Jr Volunteers adds	65	12 · 1 · 15	3
Sub Inspectors	43	12 · 1 · 15	3
Stamp Accth Supdts office	1	30 · 5 · 35	1
Counters	1	12 · 1 · 15	3
"	1	10 · 1 · 12	2
Genl administration Gardener Bhavani House	1	12 · 1 · 15	3
Manager, Private Servts office	1	120 · 10 · 150	3
Sheristadar do	1	80 · 10 · 120	4
Treasurer State Huzur Treasury	1	70 · 10 · 100	3
Pallegar Gumastha do	1	12 · 1 · 15	3
Bellars do	1	10 · 1 · 12	2
do do	1	8 · 1 · 10	2
L & J Assistant gaoler	1	$50 \cdot \frac{5}{3} \cdot 55$	1
"	1	$30 \cdot \frac{5}{3} \cdot 35$	1
Police Head clerk, D & J of Police office	1	60 · 5 · 80	4
Drill Havildars Spl Reserve Police	2	16 · 1 · 18	2
"	3	14 · 1 · 16	2
Education clerk in college	1	$30 \cdot \frac{5}{2} \cdot 40$	2
Printer do	1	$15\ 2\frac{1}{2} \cdot 20$	2
Taxidermist do	1	12 · 1 · 16	4
Attendants	2	8 · 1 · 12	4

Nature		no	Pay	no of increments
Drawing masters in High Schools		5	30 · 5 · 40	2
Writers do		7	12 · 3/3 · 15	1
Teachers in A·V·Schools		151	12 · 1 · 15	3
do	A·H·schools	12	12 · 1 · 15	3
do	Vernacular Schools	1	20 · 25/2 · 25	2
	Teacher	1	12 · 1 · 15	3
Agriculture	Blacksmith	1	18 · 2 · 24	3
Gardens	Carpenter Lalbagh	1	18 · 4 · 30	3
	Manager Fruit cultivation	1	80 · 5 · 100	4
	Head clerk Amuntmahal Dept	1	50 · 10 · 70	2
	Accth Public exhibition Hours	1	40 · 5 · 50	2
	Mutchi office of Reg. of Coop. Societies	1	10 · 1/2 · 12	4
Medical	steward Victoria Hospital	1	80 · 5 · 100	4
	nurses	19	60 · 5/3 · 75	3 3
			45 · 5/3 · 60	
	Reserve Vaccinators	8	12 · 1 · 15	3
Scientific Dept	Asst Observer Observatory	1	40 · 5 · 60	4
P.H. Institute	Laboratory Asst	1	80 · 10/2 · 120	4
Geological survey	do	2	70 · 10 · 100	3
	sub Inspector of Mines	1	100 · 50/3 · 250	3
Stat. Printing	Head examiner	1	60 · 5 · 70	2
Army	clerk chief Commandant's office	1	80 · 5 · 100	4
	Sub overseer	1	25 · 5/3 · 35	2
	Public Offices: chief clerk	1	40 · 2½ · 50	4
	Hd Accth Regimental Estt	1	40 · 2½ · 50	4
	Foreman workshop	1	60 · 5 · 80	4
	Store Keeper	1	40 · 2½ · 50	4
	watchman	1	8 · 1 · 10	2
P.W. Dept	Sub overseer 1st class	30	50 · 10/3 · 70	2
	2nd class	46	35 · 5/3 · 45	2
	3rd class	46	25 · 5/3 · 45	4
V.S. Fund	Teachers A.V. Schools	19	12 · 1 · 15	3
Life Insurance fund	Asst Record Keeper	1	12 · 1 · 15	3

	Nature	No.	Pay	No. of increments
Municipality	Hd. Acctt. Bangy. city Municipality	1	60-5-70	2
	Asst Munshi Mysore city ..	1	12-1-15	3
	Duffedar do ..	1	8-1-9	1
	Cutcherri Daroga do ..	1	60-5-70	2
	Jillur chintamani ..	1	12-1-15	3
	Mutsaddi. Shikarpur ..	1	8-1-10	2
	Accountant. Chitaldroog ..	1	12-1-15	3
	Vaccinator Davenagere ..	1	12-1-15	3
	Municipal clerk Harihar ..	1	12-1-15	3

S. O.

Ministerial Appointments.

No. Fl. 6772-821—G. F. 154-16-2, dated 24th April 1917.

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

GENERAL AND REVENUE DEPARTMENTS.

Read—

Note dated 16th September 1916, by Mr. K. L. Datta, Special Officer, suggesting the desirability of having fixed rates of pay in lieu of progressive salaries for ministerial appointments, and suggesting suitable revision of the incremental salaries of Gazetted Officers which rise from the minimum to the maximum in less than five years.

Order No. Fl. 6772-821—G. F. 154-16-2, dated 24th April 1917.

Government are pleased to generally approve of the principles enunciated by Mr. Datta in his Note read above and direct that they be kept in view in regulating the future policy in creating new appointments as well as in revising existing establishments.

J. S. CHAKRAVARTI,
Finl. Secy. to Govt.

To—The Comptroller to Government.
The other Heads of Departments.
The Secretaries to Government.
Mr. K. L. Datta, Special Officer.

Exd.—R. K.

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. Fl. 6772-821—G. F. 154-16-2, dated 24th April 1917.

Ministerial Appointments.

Approves of the suggestions of Mr. K. L. Datta, M.A., Special Officer, *re* introduction of the system of —— on fixed pay in lieu of progressive salaries.

W D—2642—GPB—12-5-17—405

Proceedings of the Government of H.H.
the Maharaja of Mysore.

Read--

Note dated 16th September 1916 by Mr. K. L. Datta, Special Officer, suggesting the desirability of having fixed rates of pay in lieu of progressive salaries for ministerial appointments, and suggesting suitable revision of the incremental salaries of Gazetted Officers which rise from the minimum to the maximum in less than five years.

Order -- No. Fe 6772-821 / G2 154-16-2

Dated Bangalore, the 24-4-17

Government are pleased to generally approve of the principles enunciated by Mr. Datta in his note read above and direct that they be kept in view in regulating the future policy in creating new appointments as well as in revising existing establishments.

May this be
i) printed? } Yes.
ii) treated as S.O }
iii) published in the Gazette Sup. Part? No
iv) translated? — No.
v) placed at the disposal of the Press?
vi) published in the Gazette Kannada Part? } No

23.1.17
Financial Secretary
to Government.

16/20/1/17

To
The Comptroller to Government
" Other Heads of Departments.
" Secretaries to Government.
Mr. K.L.Datta, Special Officer.

GKV.